

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 4902-02
Bill No.: Perfected HB 1621
Subject: Firearms and Fireworks; Licenses - Miscellaneous; Employees - Employers
Type: Original
Date: March 7, 2012

Bill Summary: This proposal makes it an unlawful employment practice to discriminate against an individual because such individual has a concealed carry endorsement or uses or has used a firearm for any lawful purpose.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2013	FY 2014	FY 2015
Total Estimated Net Effect on General Revenue Fund	\$0	\$0	\$0

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2013	FY 2014	FY 2015
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.
This fiscal note contains 4 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2013	FY 2014	FY 2015
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2013	FY 2014	FY 2015
Total Estimated Net Effect on FTE	0	0	0

☐ Estimated Total Net Effect on All funds expected to exceed \$100,000 savings or (cost).

☐ Estimated Net Effect on General Revenue Fund expected to exceed \$100,000 (cost).

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2013	FY 2014	FY 2015
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

Officials from the **Department of Labor and Industrial Relations (DOL)** state this legislation prohibits discrimination based upon an individual because such individual has a conceal and carry endorsement or used or has used a firearm for any lawful purpose. The Missouri Commission on Human Rights (MCHR) is not aware of a protected category regarding conceal and carry status/use in any other state or at the federal level. Therefore, the MCHR has made an estimate of one additional full time investigator to process complaints filed under this new protected category. DOL assumes a total cost for the new Human Relations Officer I at approximately \$63,000 per year to the General Revenue Fund.

Until DOL is able to determine the number of discrimination complaints that will be filed as a result of this proposal, **Oversight** assumes DOL will be able to absorb the additional work with existing resources. Oversight assumes if the number of cases rises to the level to require the additional FTE Human Relations Officer I, DOL will request it through the normal budgetary process.

Officials from the **Office of Administration** state should the proposed legislation pass, their Division of Personnel may need to revise the Code of State Regulations.

Officials from the **Office of the Attorney General** did not respond to our request for fiscal impact.

Oversight assumes the amount of discrimination cases resulting from this proposal would not be numerous enough to result in a fiscal impact to the state.

<u>FISCAL IMPACT - State Government</u>	FY 2013 (10 Mo.)	FY 2014	FY 2015
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Local Government

FY 2013
(10 Mo.)

FY 2014

FY 2015

\$0

\$0

\$0

FISCAL IMPACT - Small Business

No direct fiscal impact to small businesses would be expected as a result of this proposal.

FISCAL DESCRIPTION

The proposed legislation appears to have no fiscal impact.

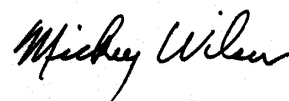
This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Department of Labor and Industrial Relations
Office of Administration

Not Responding:

Attorney General's Office



Mickey Wilson, CPA
Director
March 7, 2012